

AUGUST 2022

# SUSTAINABILITY REPORT



**AMG**  
**PETRONAS**  
FORMULA ONE TEAM



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## INTRODUCTION

# ABOUT US

### **THE MERCEDES-AMG PETRONAS FORMULA ONE TEAM COMPETES AT THE PINNACLE OF MOTORSPORT - THE FIA FORMULA ONE WORLD CHAMPIONSHIP.**

Formula One is like nothing else in the sporting sphere. It's a demanding technical and human challenge, combining cutting-edge technologies and innovation, high-performance management and elite teamwork.


We are a group of passionate and determined people who work to design, develop, manufacture, and race the cars driven by seven-time World Champion Lewis Hamilton and rising star George Russell.

Our team has set a new benchmark for success during the sport's current Hybrid era, winning consecutive Drivers' and Constructors' World Championships in 2014, 2015, 2016, 2017, 2018, 2019 and 2020, and the Constructors' Championship in 2021.

During these title-winning seasons, the team achieved 111 wins, 232 podium finishes, 118 pole positions, 81 fastest laps and 53 one-two finishes from 160 race starts.







**MOTOR RACING IS FUELLED BY PASSION. WE OPERATE IN THE FASTEST, MOST DYNAMIC SPORT IN THE WORLD AND WE HAVE A RESPONSIBILITY TO USE THAT GLOBAL PLATFORM TO BE MORE THAN LEADERS – WE WANT TO BE PIONEERS.**

Over the past few years, we have worked tirelessly to change and better understand the impact we have on the world. We're fully committed to sustainable high performance. This is the future for us all.

Whether in deploying our resources to drive technological advances that will help society address the environmental challenges that we face, or through committing to increase the diversity of our workforce, and supporting those in need in our local communities, our passion isn't just in the cars you see on track, it's across everything we do.

We are a team of problem solvers; and we're setting ourselves ambitions on how to become more sustainable across all that we do. We are at the start of this journey but have committed to extremely challenging targets because we are all in on the race towards a sustainable tomorrow. I am very proud of our team for the achievements that we have made so far and the industry leading strategies we have committed to in the years ahead.

What happens on the track is inextricably linked to what happens in the world outside, and that drives the entire team to continually go faster and further.

### **TOTO WOLFF**

Team Principal & CEO, Mercedes-AMG PETRONAS Formula One Team





# SUSTAINABILITY

IS AT THE HEART OF OUR OPERATIONS



# OUR APPROACH

## ENVIRONMENTAL SUSTAINABILITY

**OUR AIM IS TO EMBED ENVIRONMENTAL SUSTAINABILITY  
IN EVERY DECISION WE MAKE AND ACTION WE TAKE.**

With a strategic ambition to become the world's most sustainable professional sports team, we have set challenging targets to reduce our CO<sub>2</sub> footprint across all scopes in line with SBTi and achieve verified Net Zero by 2030.

We believe in the power of technology to enable the journey to Net Zero and that performance and sustainability go hand-in-hand for our future.

We are driving our team, and wider industry, to be at the cutting-edge of sustainable technology to meet the demands of the most important race of our time.





## DIVERSITY, EQUALITY & INCLUSION

**IN JUNE 2020, OUR TEAM TOOK THE BOLD STEP OF CHANGING OUR LIVERY TO BLACK, SIGNALLING OUR COMMITMENT TO GREATER DIVERSITY AND INCLUSION WITHIN OUR SPORT AND OUR TEAM.**



In December 2020, we formalised our commitment through Accelerate 25; a five-year programme of action to become a more diverse and inclusive team. We have pledged to continuously raise our standards of entry, with an ambition to exceed 25% of all new employees coming from under-represented groups until the end of 2025.

Through Accelerate 25, we are working towards creating a more innovative, collaborative and inclusive culture.

## CHARITY & COMMUNITY

**WE ARE DETERMINED TO CREATE A POSITIVE IMPACT AND LEGACY IN OUR LOCAL COMMUNITIES AND OUR INDUSTRY.**

Whether through local events, employee fundraising, school visits or corporate donations, we are committed to using our team's resources for the benefit of those in need and to share the passion for motorsport that we all thrive upon.







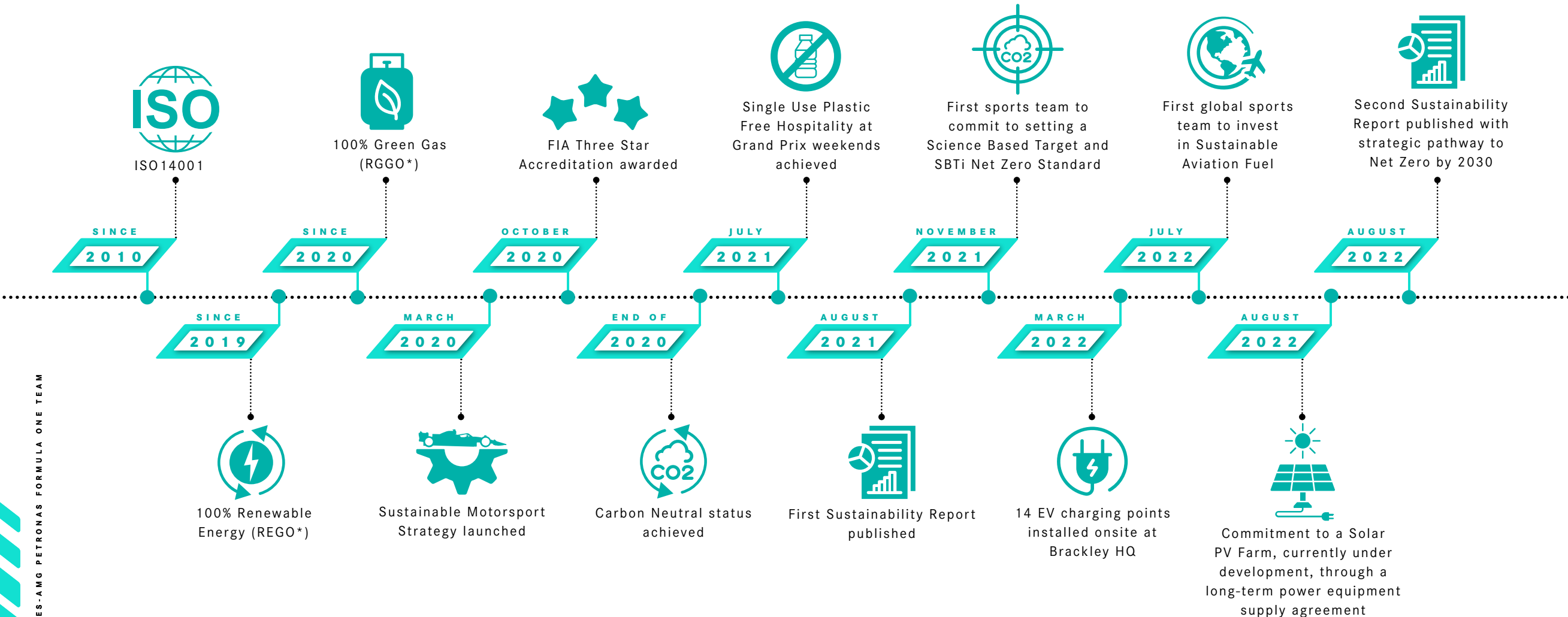
# ENVIRONMENTAL SUSTAINABILITY

## WHY SUSTAINABILITY MATTERS TO OUR TEAM

- TO FULFIL OUR MISSION TO WIN SUSTAINABLY ON TRACK AND IN BUSINESS.
- TO MEET OUR MORAL OBLIGATION OF RESPONSIBILITY FOR OUR ENVIRONMENT.
- TO APPLY OUR WORLD-CLASS CAPABILITIES TO LEAD TECHNOLOGICAL INNOVATIONS.
- WE EMBRACE THE TIME, EFFORT AND INVESTMENT REQUIRED TO BE PIONEERS.



## OUR ACHIEVEMENTS TO DATE



\*REGO - RENEWABLE ENERGY GUARANTEE OF ORIGIN

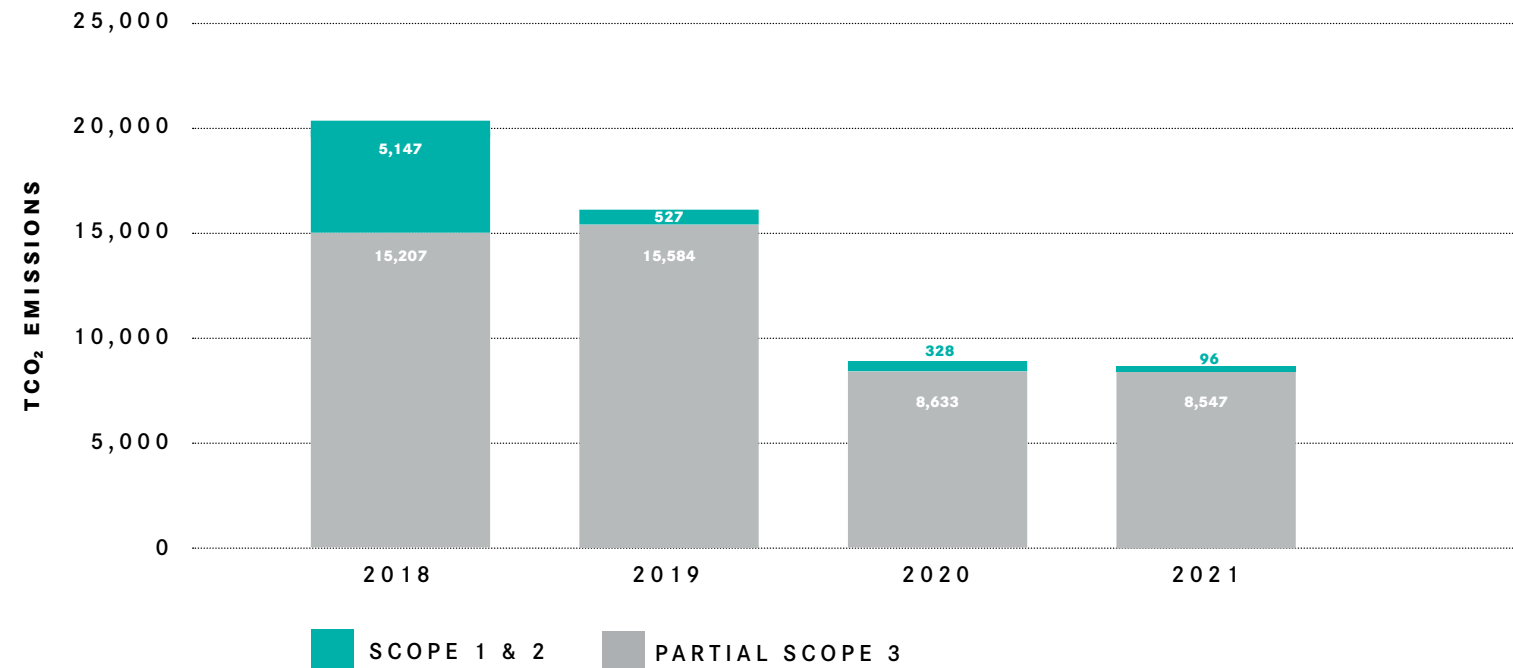
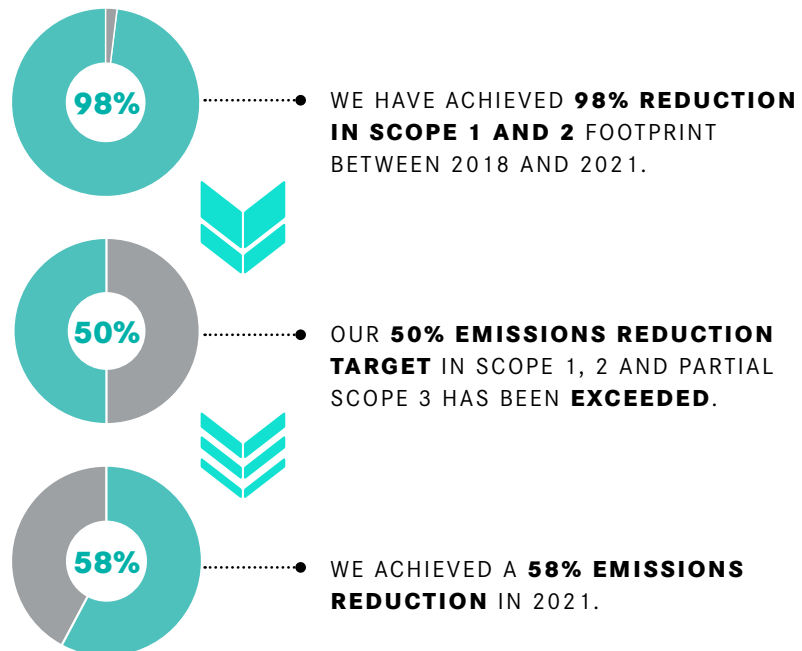
\*RGGO - RENEWABLE GAS GUARANTEE OF ORIGIN



## CARBON EMISSIONS

**OUR OPERATIONS HAVE BEEN CARBON NEUTRAL SINCE 2020, THROUGH A COMBINATION OF EMISSIONS REDUCTION AND OFFSETTING, AND OUR FACTORY IN BRACKLEY HAS USED 100% RENEWABLY SOURCED ELECTRICITY SINCE 2019.**

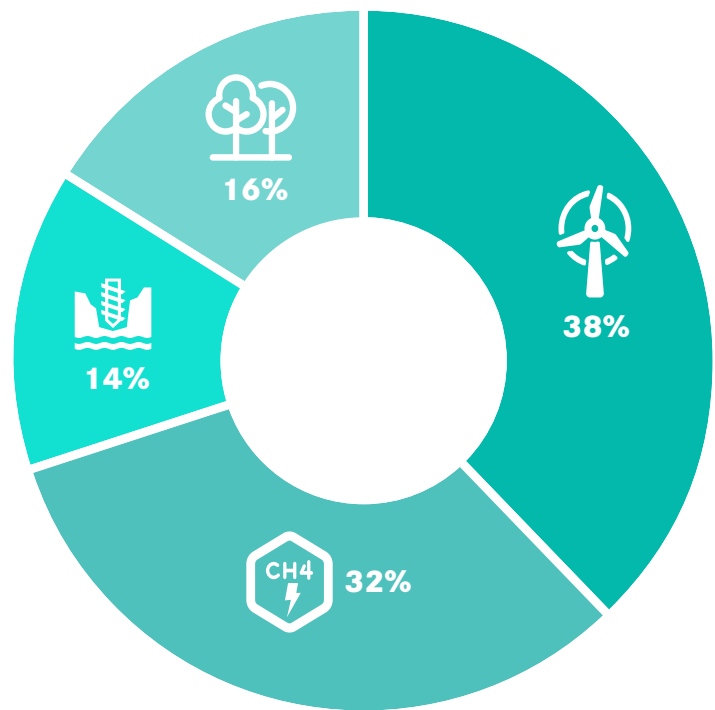
OUR STATED AIM TO REDUCE OUR CO<sub>2</sub> EMISSIONS BY 50% BY 2022, FROM A BASELINE SET IN 2018, HAS BEEN EXCEEDED.





## GOLD STANDARD CARBON OFFSETTING

WE HAVE CAREFULLY SELECTED THE FOLLOWING GOLD STANDARD CERTIFIED PROJECTS TO OFFSET OUR 2021 CARBON EMISSIONS AND ARE INVESTING IN A DIVERSE GLOBAL PORTFOLIO, INCLUDING REMOVAL AS WELL AS REDUCTION OFFSETS TO ALIGN WITH THE LATEST DEVELOPMENTS IN THE FIELD.



**WIND POWER, TURKEY**

RENEWABLE ENERGY

38%



**METHANE GAS CAPTURE & ELECTRICITY GENERATION FROM WASTE, BULGARIA**

WASTE TO ENERGY

32%



**REFORESTATION, COSTA RICA**

NATURE BASED SOLUTION

16%



**SAFE WATER BOREHOLES, UGANDA**

COMMUNITY BASED

14%



## OUR AMBITION

### TO BECOME THE WORLD'S MOST SUSTAINABLE PROFESSIONAL SPORTS TEAM.

By breaking new ground and establishing ourselves as leaders in sustainability within motorsport, we hope to inspire others in global sport and wider industry to follow our lead. As we look ahead to set our next challenges, our ambition is to transition from leading practice to becoming pioneers in the field.

## OUR COMMITMENTS

Assess our **carbon footprint to industry benchmark standards** in line with the Greenhouse Gas Protocol Guidance and SBTi framework, including full Scope 3 emissions reporting.

### SBTI VERIFIED OUTCOMES:

#### NET ZERO SCOPE 1+2 FROM 2026



SCOPE 1  
**100% REDUCTION**



SCOPE 2  
**100% REDUCTION**



SCOPE 3  
**50% REDUCTION**

#### NET ZERO BY 2030



SCOPE 1  
**100% REDUCTION**



SCOPE 2  
**100% REDUCTION**



SCOPE 3  
**75% REDUCTION  
25% CARBON REMOVAL**

Take bold steps to address our **largest sources of emissions** as a priority, including:



SAF

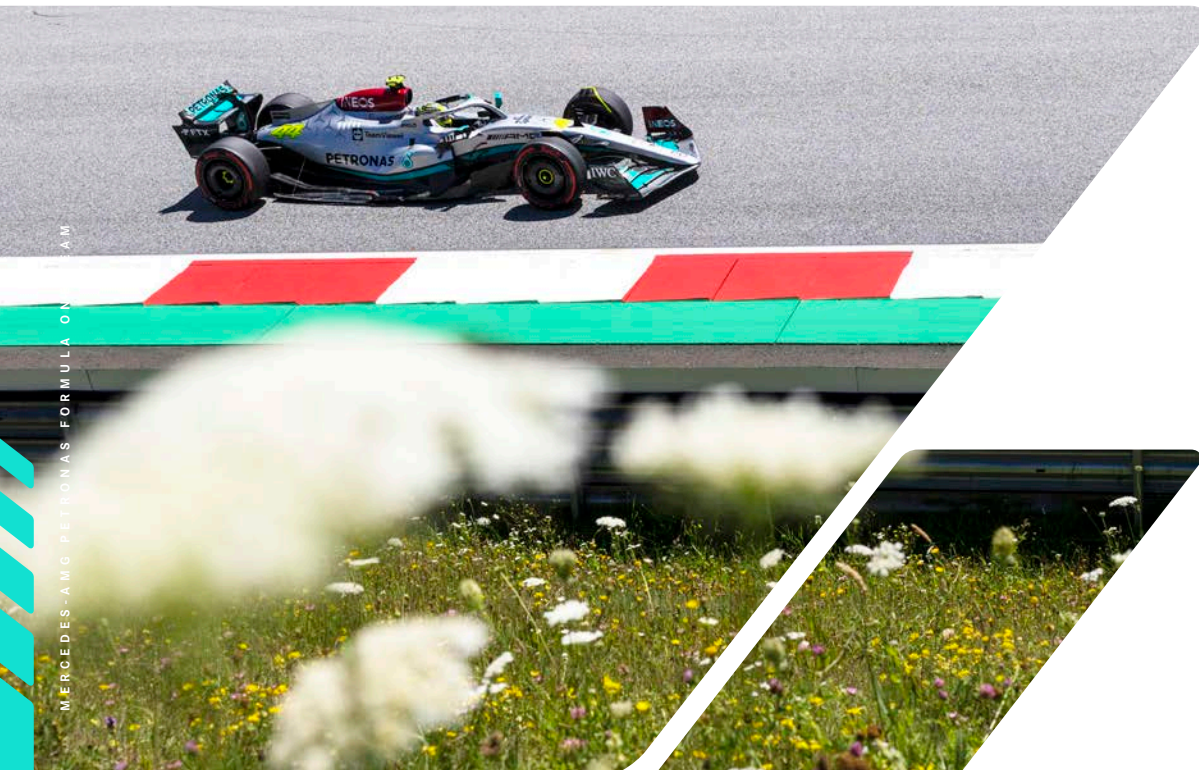


SOLAR PV FARM



ASSETCARE

Transparent disclosure of our progress and challenges to **inspire and enable others to succeed** on their own sustainability journeys.



## SUSTAINABLE AVIATION FUEL

**WE BECAME THE FIRST GLOBAL SPORTS TEAM TO INVEST IN SUSTAINABLE AVIATION FUEL (SAF), AN INDUSTRY LEADING APPROACH TO REDUCING OUR SCOPE 3 AVIATION CARBON FOOTPRINT.**

SAF is renewable or waste-derived aviation fuel, an emerging technology recognised by the International Civil Aviation Organisation to play a major role in reducing future international aviation emissions.

With aviation accounting for over a quarter of our entire projected carbon footprint, SAF will be used for our indirect Scope 3 aviation emissions, which are excluded from the Formula One cost cap, such as flights to Grand Prix locations and other business air travel.

By purchasing SAF claims, we will be able to achieve close to 50% reduction in our race team personnel air travel footprint and will continue to offset our remaining aviation carbon emissions with Gold Standard offsets whilst we work with the industry to scale SAF availability.

While current SAF production and availability are limited, the industry has huge potential. We hope that our investment will showcase SAF's credentials and encourage other industries to do the same.



## SOLAR PV FARM

**WE ARE PLEASED TO CONFIRM OUR COMMITMENT TO A SOLAR PHOTOVOLTAIC FARM, CURRENTLY UNDER DEVELOPMENT, THROUGH A LONG-TERM POWER EQUIPMENT SUPPLY AGREEMENT.**

While we are already able to declare zero emissions from electricity through Renewable Energy Guarantee of Origin (REGO), directly supporting our energy needs from renewable generation will mean we will be able to transition from claiming renewable energy certificates to generating our own renewable/low carbon energy.

We are working with an experienced solar developer and funder who will develop, construct, and operate the solar PV farm, supporting our UK-based operations.

The power generated from the solar farm will support us on our journey to be energy self-sufficient. The remaining annual consumption not covered by the solar PPA will be met using REGO backed power.

For periods where the solar farm generates more power than our demand, the additional energy will be fed into the electricity grid to provide renewable power to the UK network.

The development will be futureproofed to enable additional installation of battery storage, giving us the potential to closer match the solar generation to our own energy demand.

## ENERGY CONSUMPTION

**WE ARE WORKING WITH mCLOUD TO DEPLOY THEIR ASSETCARE CONNECTED BUILDINGS SOLUTION AT OUR BRACKLEY HQ TO HELP IDENTIFY ENERGY-SAVING SOLUTIONS TO REDUCE OUR CONSUMPTION.**

Through a phased connection plan which will extend to cover our whole campus in future, AssetCare's Connected Buildings solution uses mCloud's AI and analytics to create new energy efficiencies, improvements to indoor air quality and reductions in our CO<sub>2</sub> emissions.

AssetCare will enable us to have continuous visibility into facility HVAC, industrial compressors, EV chargers and renewable energy sources, and in the future roll out a dashboard accessible by our team members, creating transparency around energy use and further championing sustainable behaviour on our site.



## NET ZERO CARBON

# FORMULA ONE

**IN 2019, FORMULA ONE ANNOUNCED IT AIMS TO BE NET ZERO CARBON BY 2030 AS PART OF THE SPORT'S WIDER SUSTAINABILITY STRATEGY.**

The sport has been at the forefront of technological innovation throughout its history with advancements that have directly benefitted the wider automotive industry. From aerodynamic innovations, safety developments and energy recovery systems to navigation tools and composite materials, technology from Formula One has been adopted by the road car and other industries.





## ADVANCED SUSTAINABLE FUEL POWER UNIT

**ALL FORMULA ONE TEAMS AND FUEL SUPPLIERS HAVE AGREED TO ADOPT 100% ADVANCED SUSTAINABLE FUEL, DEVELOPED TO CLOSELY CONTROLLED ROAD-RELEVANT SPECIFICATIONS, FROM 2026 ONWARDS.**

Development is already underway, and the 'drop-in' fuel will be transferrable to internal combustion engines worldwide, helping the wider automotive industry to decarbonise as it navigates the energy transition.

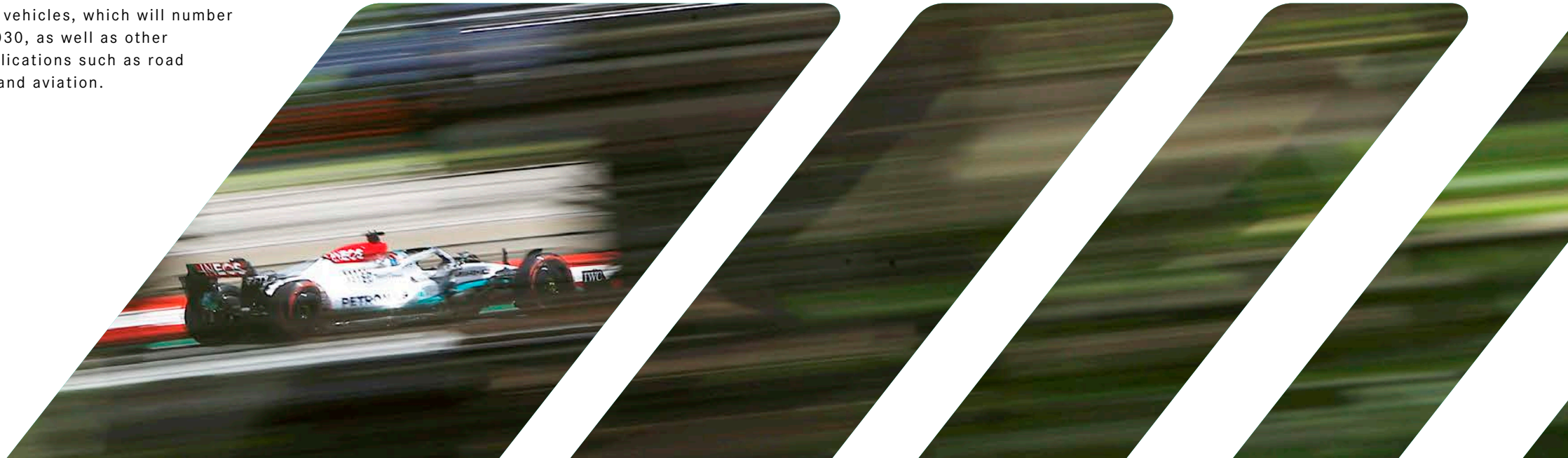
Sustainable fuels will be particularly relevant for the existing fleet of internal combustion engine automotive vehicles, which will number over 1 billion in 2030, as well as other transportation applications such as road haulage, shipping and aviation.

From this season, Formula One cars are using E10 fuel which contains 10% bio-components, an increase on the 5.75% level of biofuel components used prior to 2022.

**2026 WILL ALSO SEE THE INTRODUCTION OF THE NEXT GENERATION OF HYBRID ENGINES, WHICH WILL INCLUDE 50% ELECTRIC POWER.**

The Formula One power unit used today is the most advanced hybrid in the world; delivering more power using less fuel, combined with advanced sustainable fuels and energy recovery systems.

The hybrid power unit will play a key role in the future of the automotive industry and, as an effective technology development lab, Formula One will have a huge impact in speeding up the transition to hybrid power units becoming commonplace in road cars.



# GLOSSARY

## CARBON NEUTRAL

Emissions position reached when market instruments (e.g. renewable energy contracts) and offsets are used to balance emissions made by an organisation.

## CARBON REDUCTION OFFSETS

Carbon reduction offsets invest in projects which avoid future carbon emissions. These include investment in renewable energy infrastructure, community based projects to avoid emissions from inefficient equipment and provide social benefits, and investment in waste to energy schemes to capture and use waste gases before they are released.

## CARBON REMOVAL OFFSETS

Carbon removal offsets capture carbon already released to the atmosphere and ‘lock it away’ for decades to centuries. Carbon removal methods include natural strategies like tree restoration and agricultural soil management; high-tech strategies like direct air capture and enhanced mineralisation; and hybrid strategies like enhanced root crops, bioenergy with carbon capture and storage, and ocean-based carbon removal.

## GREENHOUSE GAS PROTOCOL (GHG)

Recognised as the industry leading standard to report greenhouse gas emissions against, the GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas emissions from private and public sector operations, value chains and mitigation actions.

## NET ZERO

Emissions position achieved by reducing Scope 1,2 & 3 emissions year-on-year in line with SBTi pathways to limit global warming to 1.5 degrees and neutralising residual emissions in target year. Investments to achieve targets should have a positive impact on climate (e.g. self-generation of renewable electricity, carbon capture and storage).

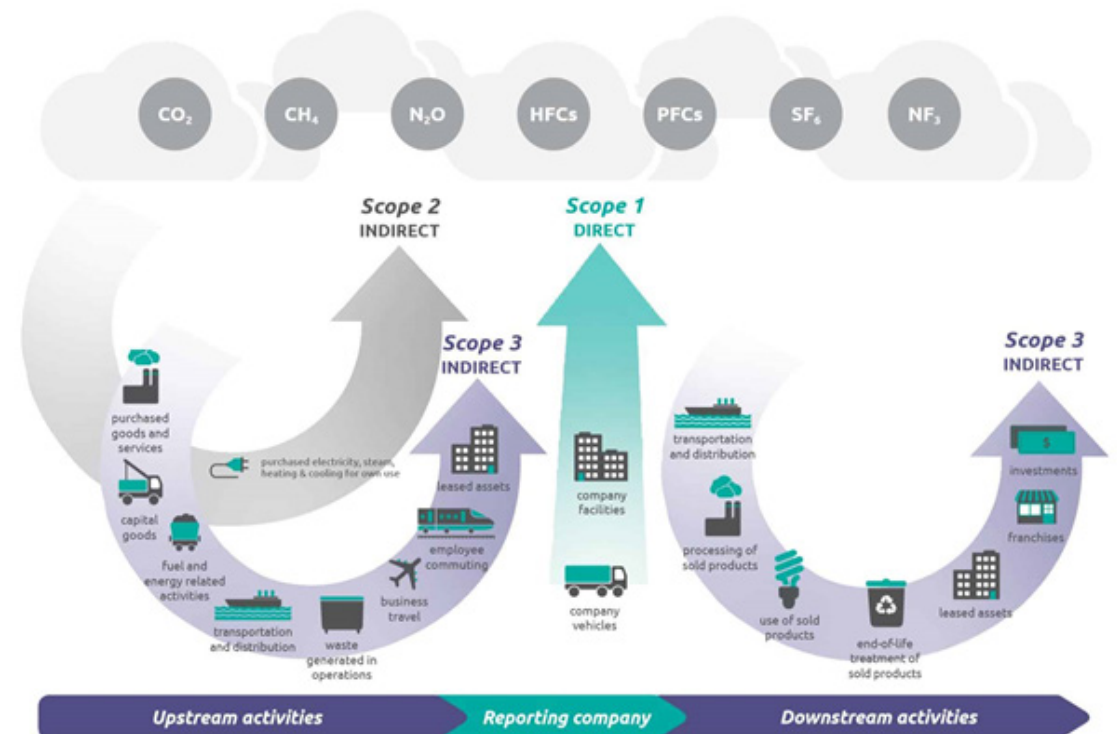
## NEUTRALISATION

Carbon is removed from the atmosphere and permanently stored to counteract residual emissions(e.g. through carbon capture and storage).

## SCIENCE BASED TARGETS INITIATIVE (SBTi)

SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. It provides organisations with clearly defined pathways to reduce emissions in line with the 2015 Paris Agreement goals to limit global warming to 1.5 degrees. In October 2021 SBTi launched their Net Zero Standard to work alongside to their science-based emissions reduction pathways. Companies can now commit to setting science-based emissions reduction pathways and a Net Zero target through the SBTi.

## SCOPES 1, 2 AND 3



Source: GHG Protocol, Corporate Value Chain Accounting and Reporting Standard, Figure 5.2



# DIVERSITY, EQUALITY & INCLUSION

**ACCELERATE 25 IS OUR FIVE-YEAR PROGRAMME OF ACTION TO MAKE OUR TEAM EVEN MORE DIVERSE AND INCLUSIVE.**

In December 2020, we formalised our ambition of at least 25% of all new employees at our team coming from under-represented groups, in each year up to and including 2025.

A review of all new employees shows that 38% of our new team members in 2021 joined from under-represented groups, with this year's figure standing at 32% to the end of June 2022.

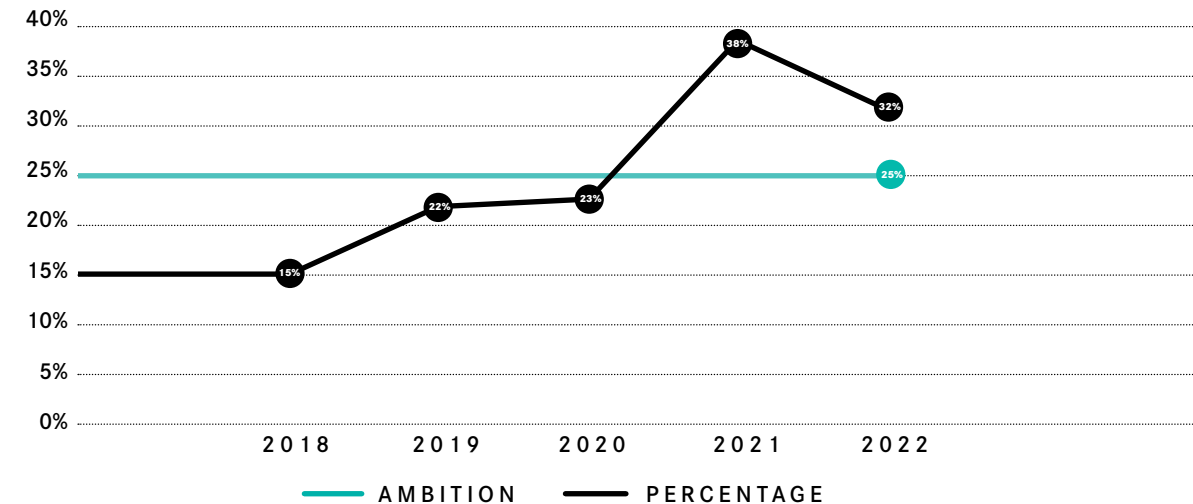
Female employees have risen from 12% to 15% of our workforce and employees from minority ethnic backgrounds from 3% to 7%.

Whilst these numbers are not yet where we aspire to be, we are pleased to see that our positive actions through Accelerate 25 are having a measurable impact.

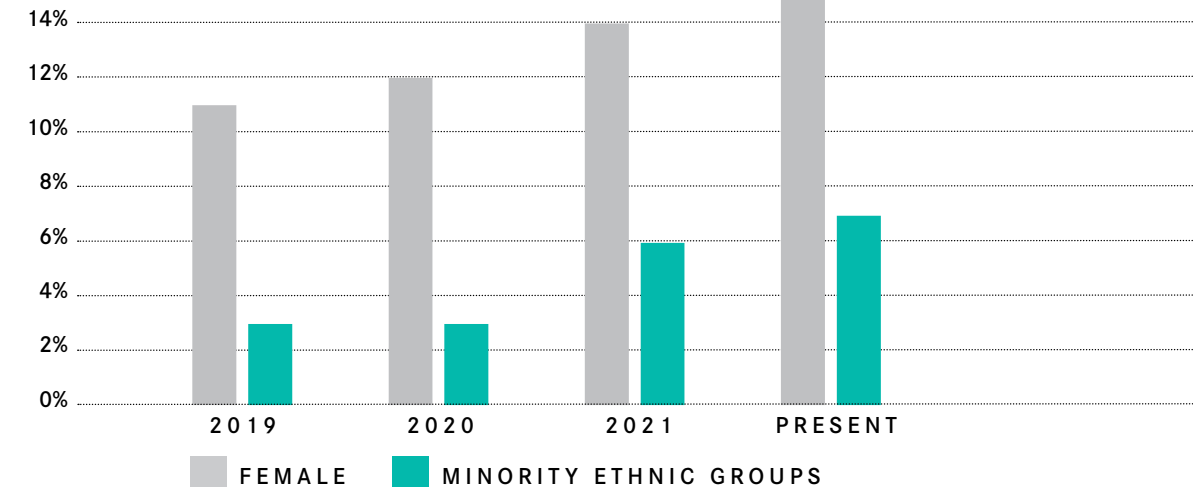
We are continually holding ourselves to ever higher standards and will be undertaking an external assessment of our progress in Autumn 2022.



**UNDER-REPRESENTED HIRES (2018 - JUNE 2022)**



**UNDER-REPRESENTED DEMOGRAPHICS (2019 - JUNE 2022)**



**18 MONTHS INTO OUR ACCELERATE 25 PROGRAMME, WE ARE VERY PLEASED TO SEE THAT OUR POSITIVE ACTIONS ARE BEGINNING TO HAVE AN IMPACT TOWARDS MAKING OUR TEAM A MORE DIVERSE AND INCLUSIVE WORKPLACE.**

We have learned so much from our valued partners and the initiatives that we have developed together so far. The engagement levels from our team members and their involvement in our activities have been fantastic. Strategically, we have exceeded our initial ambitions for under-represented hires in 2021 and are on course to achieve this again in 2022; however, we remain conscious that

we are still very much at the start of our journey, and we still have a long way to go and a lot still to learn.

We continue to listen to our partners and team members, and we use their feedback to help guide our next steps to achieve more performance as we develop an even more inclusive culture.

### **PAUL MILLS**

Chief People Officer, Mercedes-AMG PETRONAS Formula One Team

## **DIVERSITY, EQUALITY & INCLUSION**

**TO EMBED OUR VALUES AND BUILD AWARENESS OF ACCELERATE 25, WE HAVE BEGUN A SERIES OF INTERNAL INITIATIVES SO THAT ALL TEAM MEMBERS HAVE OPPORTUNITIES TO ENHANCE THEIR UNDERSTANDING AND PROVIDE THEIR INPUT.**

### **DIVERSITY, EQUALITY & INCLUSION FORUM**

Our DE&I Forum, composed of 25 team volunteers from under-represented groups, meets regularly to provide input and suggestions for future focus. Following an in-depth analysis, the Forum have created an action plan for the team which is currently being deployed and have helped to shape an update to our Values and Behaviours.





## DIVERSITY, EQUALITY & INCLUSION

### BUILDING OUR COMMUNITY

- Annual **celebration of Pride Month** with team members events to raise awareness of the importance of being an ally.
- Featured the **Mercedes Pride star** on our car and driver helmets for the first time for the three Grands Prix taking place in June.
- Hosted an **INWED Film Night** in celebration of Women in STEM and Engineering.
- Lunch & Learn** sessions on Menopause Awareness, British Sign Language, Ethics of Ethnic Diversity, Building Confidence at Work and Neurodiversity.
- Hosted a **Girls on Track UK STEM day**, welcoming the daughters and nieces of our team members.

### BUILDING AWARENESS & UNDERSTANDING

- Bespoke **Accelerate Inclusion workshop** has been rolled out across our team, including our Senior leadership, with recommendations from attendees taken onboard in our planning.
- Our recruiting managers have completed **Unconscious Bias** training.

### COMPANY BENEFITS

- Significantly Enhanced Maternity Leave.
- Introduction of Pregnancy Loss Support & Leave Policy.
- Updated Team Clothing Policy.
- Diversity & Equality Procedure more aligned to Accelerate 25, highlighting the importance of positive action.

### INWED

We were pleased to extend our official sponsorship of International Women in Engineering Day for the fifth consecutive year, supporting the work of the Women's Engineering Society to attract more women into engineering-based roles.



## ACCELERATE 25 PARTNERSHIP

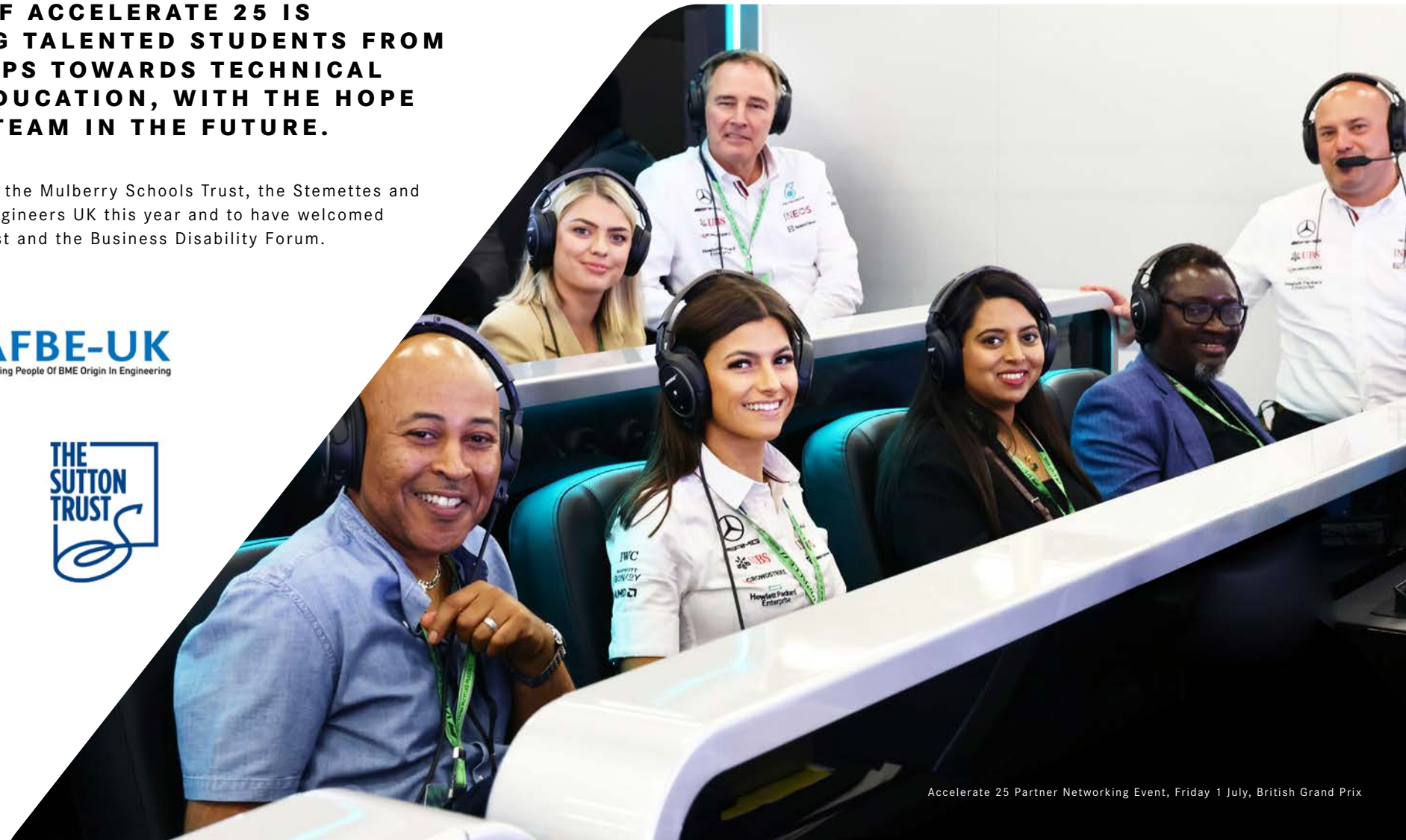
**ONE OF THE KEY PILLARS OF ACCELERATE 25 IS INSPIRING AND MOTIVATING TALENTED STUDENTS FROM UNDER-REPRESENTED GROUPS TOWARDS TECHNICAL CAREERS THROUGH STEM EDUCATION, WITH THE HOPE THEY ASPIRE TO JOIN OUR TEAM IN THE FUTURE.**

We are delighted to be continuing our work with the Mulberry Schools Trust, the Stemettes and the Association for Black and Minority Ethnic Engineers UK this year and to have welcomed two new Accelerate 25 partners: the Sutton Trust and the Business Disability Forum.

**MULBERRY  
STEM ACADEMY**  
IN PARTNERSHIP WITH  
MERCEDES-BENZ GRAND PRIX



**STEMettes**  
♥ ★ # +





## MULBERRY STEM ACADEMY

IN PARTNERSHIP WITH   
MERCEDES-BENZ GRAND PRIX

**A PARTNERSHIP BETWEEN OUR TEAM AND THE MULBERRY SCHOOLS TRUST, THE MULBERRY STEM ACADEMY IS AN EXTRA-CURRICULAR PROVISION FOR LEARNING, INSPIRATION AND INNOVATION FOR STUDENTS FROM THE AGES OF 7 TO 18, TO DEVELOP THEIR PASSION AND APTITUDE FOR STEM SUBJECTS.**

Through the Mulberry STEM Academy, students follow a carefully designed programme with the team including imaginative teaching, career coaching, mentorship and a variety of industry experiences.

### 2021

- 24 Year 10 students and 24 Year 12 students graduated from the STEM Academy.
- 50 students took part in three careers conferences to network with our team members.
- 10 students took part in a one-week work experience placement at our headquarters.

### 2021 HIGHLIGHTS:

Work Experience - [Click here](#)  
Meeting Toto & Lewis - [Click here](#)






### 2022

- 100 students, 50 in Year 10 and 50 in Year 12, began their programme in January.
- 24 students took part in a one-week work experience placement at our headquarters.
- 40 students are competing in the Mulberry Greenpower project, supported by our team members.





**THE STEMETTES ARE AN AWARD-WINNING UK SOCIAL ENTERPRISE WHO WORK TO INSPIRE THE NEXT GENERATION OF GIRLS, YOUNG WOMEN AND NON-BINARY YOUNG PEOPLE INTO STEM FIELDS.**

-  The first year of our partnership saw **34 young Stemettes** engage in individual four-month mentoring programmes with 34 of our team members to support and guide their STEM journeys.
-  **10 young women** took part in the Stemettes Certification Academy, completing an online STEM programme with sessions provided with our employees, culminating in an industry recognised ICAgile Fundamentals qualification.
-  **Four of the team's young female engineers** took part in Instagram Live sessions, with 50 of our team members facilitating interview workshops and CV review sessions.
-  We have recently **renewed our partnership with the Stemettes** and welcomed them to the factory for the first time. We look forward to taking part in a Digital Leadership Academy, panel events and the Agile Certification Academy over the next year.
-  **Factory Visit** - [Click here](#)








## AFBE-UK WORKS TO INSPIRE PEOPLE OF BLACK AND MINORITY ETHNIC ORIGIN TO STUDY ENGINEERING, SUPPORTING THOSE WHO ASPIRE TO BE ENGINEERS, PROMOTING ENGINEERING IN SCHOOLS AND AIMING TO INCREASE DIVERSITY WITHIN THE UK'S ENGINEERING WORKFORCE.

Working together with AFBE-UK, we aim to build awareness and access to future engineering roles, particularly with our team, for Black and minority ethnic engineers.

-  **Engineering students** from AFBE-UK have had the opportunity to visit our headquarters and network with our management team.
-  We participated in the **AFBE-UK Virtual Careers Fair for young students aged 12-18** to provide guidance and mentoring to students looking to pursue STEM education and sponsored their first in-person conference 'AFBE Live' in April.

-  We are currently **renewing our partnership with AFBE-UK** to include a mentoring scheme matching 10 engineering students with our employees for a six-month programme and hosting a panel event at our headquarters for AFBE-UK students to gain industry knowledge and connections.





**OUR NEWEST ACCELERATE 25 PARTNER, THE SUTTON TRUST WORKS TO TACKLE SOCIAL MOBILITY ISSUES BY IMPROVING ACCESS TO HIGH-QUALITY EDUCATION AND EMPLOYMENT OPPORTUNITIES, FOCUSING ON HIGH ACADEMIC PERFORMING STUDENTS FROM LOWER SOCIO-ECONOMIC BACKGROUNDS.**

- Our new partnership will see us focusing together on three key strategic areas: **Pathways to Engineering, Careers Events** and **Educational Summer Schools**.
- We look forward to hosting **Sutton Trust students** at our headquarters, facilitating representation by our team members at panel debates, university insight sessions and Engineering days; and participating in residential summer schools to support Sutton Trust students with practical workshops, providing the opportunity to interact with and learn from our employees, and offer guidance on application processes.

- To kick off the new partnership, two of our current Apprentices, along with our Head of Employee Engagement, took part in the **Sutton Trust Apprenticeship Summer School** in July.
- In addition to our engineering focus, we will be supporting the **Pathways to Law programme** and look forward to hosting work Experience opportunities in our Legal Department in 2023.



**IN LATE 2021, WE BECAME OF A MEMBER OF THE BUSINESS DISABILITY FORUM WHO WORK TO CREATE A DISABILITY-SMART WORLD, REMOVING BARRIERS THAT PREVENT DISABLED PEOPLE FROM THRIVING AND CONTRIBUTING IN BUSINESS STRUCTURES.**

- Working in partnership with the Business Disability Forum, we are working to achieve **Disability Confident status** and to understand how we can become more Disability Smart, ensuring accessibility throughout our processes, procedures, platforms and communications.
- We have also begun our education journey on Neurodivergence.





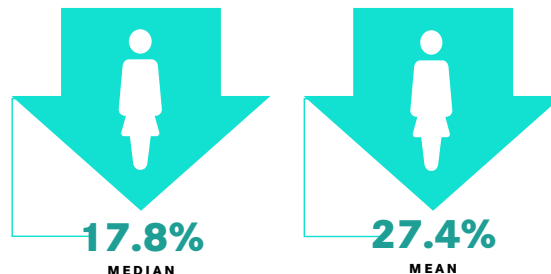
## GENDER PAY REPORT

APRIL 2021 SNAPSHOT, REPORTED IN APRIL 2022

**ENCOURAGING MORE WOMEN TO CONSIDER A CAREER IN MOTORSPORT, PARTICULARLY IN THE TECHNICAL DISCIPLINES, REMAINS A CORE FOCUS FOR OUR FUTURE AND OF ACCELERATE 25.**

Through Accelerate 25, we look forward to continuing to accelerate our efforts to promote and enhance the role of women in our sport and working to encourage more young women to consider Formula One, and engineering, as a potential career path. We are fortunate to have an incredible group of female team-mates in our team to act as role models for the next generation

In the twelve months to April 2021, both our mean and median hourly pay gaps remained largely the same as they were in 2020.



On average, women working in our team earn 27.4% less per hour than men. The median figure is 17.8% less per hour. The difference continues to be driven by a higher number of men in higher paid roles within the team. Women increasingly occupy high-level positions within our organisation, with 29% of our female employees in senior roles, compared to 31% of males

At the same time, we saw a small but significant increase in the number of women joining our team.

In April 2021, women made up 12% of our total workforce and this figure has continued to increase since then, reaching 15% by June 2022.

NB: The Gender Pay Gap is the difference between the average (Mean and Median) earnings of men and women, expressed as a percentage of men's earnings.

**“THE TEAM HAVE TAKEN THE IMPORTANT STEP TO PUBLICLY COMMIT TO ACHIEVE YEAR-ON-YEAR IMPROVEMENTS IN RECRUITING A MORE DIVERSE WORKFORCE.”**

Women are under-represented in all forms of motorsport so the team know it will take time to address the lack of women at all levels. Mercedes will always be driven by recruiting the best people; by taking positive action, more and more women will be encouraged into the sport, and the team will truly be

choosing the best from the whole population, in relation to gender, ethnicity and socio-economic factors too. I have no doubt that the team F1 will achieve even greater diversity in the coming years, making the team even stronger.

**JANE FARRELL**

Co-founder, The EW Group

## THE IGNITE PARTNERSHIP



**IN 2021, SIR LEWIS HAMILTON AND THE TEAM ANNOUNCED THE FORMATION OF IGNITE, A CHARITABLE PARTNERSHIP WHICH AIMS TO INCREASE DIVERSITY AND INCLUSION WITHIN UK MOTORSPORT.**

As strong advocates for equality in all areas of society, Ignite founders Lewis and Toto Wolff are determined to address the lack of diversity within the sport, which has historically not been reflective of the world around it. Ignite's work will include identifying and funding inspirational STEM-based programmes, with a focus on bridging gaps within education and motorsport careers.

Through these programmes, Ignite hopes to create meaningful impact and long-lasting industry-wide change, which will see talented individuals succeed within and contribute towards the future of the sport, regardless of their background.

The first Ignite grants were announced in June 2022 with Motorsport UK's Girls on Track UK programme and the Royal Academy of Engineering receiving over half a million pounds, to support programmes focused

respectively on increasing female participation in grass roots motorsport, and on Masters-level motorsport engineering scholarships for Black students.

Our Ignite partnership is managed by a Board made up of representatives from both founding partners, the Mercedes-AMG PETRONAS Formula One Team and Lewis Hamilton:

**Paul Mills**, Chief People Officer, MGP Ltd (Chair)

**Russell Braithwaite**, Chief Financial Officer, MGP Ltd

**Bradley Lord**, Strategic Communications Director, MGP Ltd

**Mark Hamlin**, Chair, Project 44

**Jason Arthur**, CEO, Mission 44

**Jo Livingston**, Partner, freuds Communications

**MERCEDES HAVE LONG SUPPORTED MY AMBITION TO IMPROVE DIVERSITY AND INCLUSION WITHIN THE MOTORSPORT INDUSTRY.**

I am so thrilled that, through Ignite, we can formally work together to achieve this. For 15 years, I have remained one of the few Black employees within Formula One, and I am proud that my work with Mercedes is going to change that for the better.

**SIR LEWIS HAMILTON**

**FROM INSPIRATIONAL MOTORSPORT EVENTS AND EXPERIENCES THAT WILL SHOW THE POWER OF POSSIBILITY TO THOUSANDS OF GIRLS AND YOUNG WOMEN IN THE UK.**

To academic support for some of the brightest and best Black engineering students in the country - we intend for each initiative to make a tangible contribution to building a more diverse and inclusive motorsport industry.

**TOTO WOLFF**





# CHARITY & COMMUNITY

## OFFICIAL TEAM CHARITY PARTNERSHIP

### OUR OFFICIAL TEAM CHARITY, CHOSEN BY OUR EMPLOYEES, IS ALZHEIMER'S RESEARCH UK.

Alzheimer's Research UK is the UK's leading dementia research charity, dedicated to making breakthroughs in dementia research possible. Our partnership commenced in July 2020 and runs until December 2022.

To June 2022, our team members have taken on personal challenges to raise an incredible £74,356 for Alzheimer's Research UK, closing in on our target of £100,000.

These essential funds could enable Alzheimer's Research UK to support over 3000 hours of dementia research.

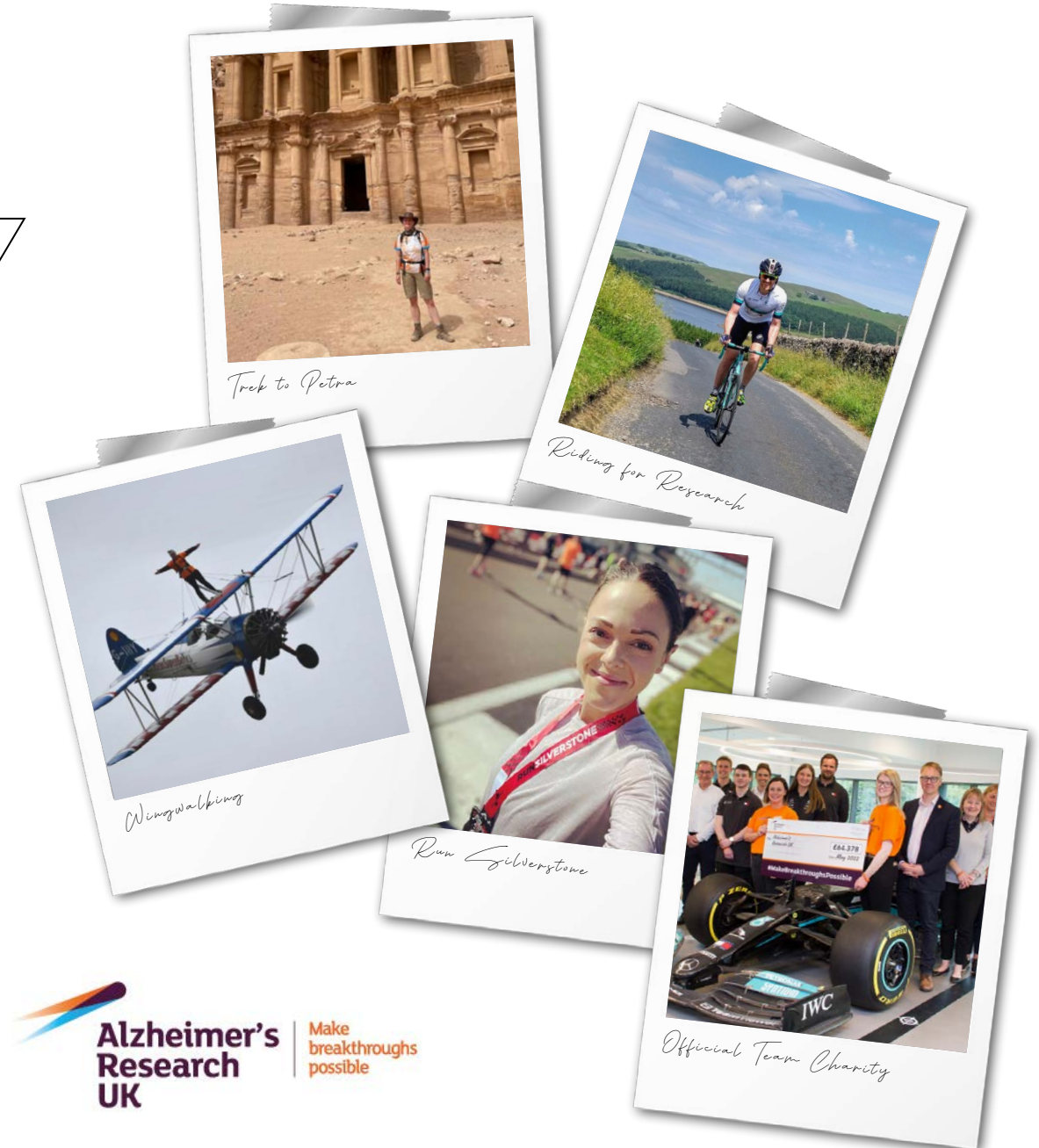
Our partnership is not just about fundraising, we have also worked with the charity to promote their 'Think Brain Health' campaign within the team to enhance understanding of how employees can improve their brain health and help reduce their risk of dementia in later life.

**Riding for Research** - Ed cycled 5,861km, the combined distance of the Tour de France and the Giro d'Italia, over nine months.

**Wingwalking** - Jo took on a hair-raising wing walk with the Aerosuperbatics team.

**Run Silverstone** - Danni took on a half marathon around Silverstone Circuit.

**Trek to Petra** - Emma trekked across the desert to reach the ancient city of Petra.



## CHARITY & COMMUNITY

### COMMUNITY OUTREACH

Our headquarters are located in the Northamptonshire market town of Brackley, and we have been proud to support our local community since our site first opened in 1998.

Over the last twelve months, we have:

- Renewed our sponsorship of the **Brackley Food Bank** which provides the town's most vulnerable households with food parcels and toiletry care packages.
- Continued our work with the **Brackley Elves Community Group** and local charity Helping You Live to provide Brackley's lowest income families with support.
- Donated to the **Brackley Youth Engagement group** to enhance their delivery of 'play and activity' events.
- We work closely with Brackley Town Council and have been delighted to sponsor and assist in the organisation of much-needed social occasions, such as the **Brackley Firework Display**, for the local community.

### EDUCATION OUTREACH

As part of our aim to create a positive impact within our community and to leave a legacy that extends beyond the track, we are proud to support our local schools and education initiatives.

Over the last twelve months, we have:

- Donated laptop devices to local primary and secondary schools to enhance STEM learning.
- Organised team member presentations to engage students in motorsport and the varied career paths racing can offer.
- Organised factory visits to inspire and inform young students about career in STEM subjects.
- Donated signed memorabilia to local Parent Teacher Associations to raise funds for new learning facilities.
- Involved local students in our employee engagement events to gain industry experience.
- Invited members from local girl guiding groups to our 'Girls on Track' activity day.





## F1 IN SCHOOLS

**OUR TEAM ARE KEEN SUPPORTERS OF THE F1 IN SCHOOLS PROGRAMME, WITH MANY OF OUR TEAM MEMBERS HAVING TAKEN PART DURING THEIR OWN SCHOOL YEARS.**

F1 in Schools is an international STEM competition for school children in which small groups of students work as a team to design, manufacture and race miniature cars.

At this year's F1 in Schools World Finals, held in Silverstone just after the British Grand Prix, the Hydron Team from Melbourne took home the 'Fastest Car' award, proudly sponsored by our team.

Designed and created by our Heritage and Composites teams, the coveted 'Fastest Car' trophy was presented by our Trackside Engineering Director, Andrew Shovlin.

Technical Director Mike Elliott and Chief People Officer Paul Mills also visited the Finals to talk to the students and offer their advice on their entries and provide careers advice for those students looking to continue their adventures in STEM.

## CORPORATE DONATIONS

**SINCE THE PUBLICATION OF OUR AUGUST 2021 SUSTAINABILITY REPORT, WE ARE PROUD TO HAVE SUPPORTED OVER 110 SEPARATE CHARITABLE CAUSES THROUGH THE DONATION OF TEAM AND DRIVER MEMORABILIA FOR AUCTION, RAFFLE, COMPETITIONS AND PRIZE DRAWS.**

**Highlights include:**

- ✓ Signed technical drawing, raised £2800 for Together for Short Lives.
- ✓ Signed Lewis race boots, raised £10,500 for the Small Steps Project.
- ✓ Signed Lewis race suit, raised £45,000 for Make-A-Wish Foundation.
- ✓ Factory tours and signed memorabilia, raised £15,500 for the Grand Prix Trust.







**AMG**  
**PETRONAS**  
FORMULA ONE TEAM